

SHANGHAI MUNICIPAL POLICE.

SHANGHAI MUNICIPAL POLICE
File No. 5310/1
C. & S. REGISTRY.
Date April 4 1934

S.I., Special Branch

REPORT

Date April 4 1934

Subject (in full) Shanghai Power Company - Activities of Workers' Union.

Made by D.S.I. Moore

Forwarded by Wh Duncan D.S.I.

Under the auspices of the 4th District Water & Electricity Workers' Union, some 150 Chinese claiming to be workers of the Shanghai Power Company held a meeting in the offices of the 1st District Water & Electricity Workers' Union, 231 Kuo Hu Road, Nantao, between 3.30 p.m. and 5.45 p.m. March 31. Chang Pao-tai (張保泰), Chang Tseng-ming (張正明), Chen Pao-an (陳保安), Chu Ah-zai (朱阿才) and Wu Yeu-sung (胡有生), committee members of the 4th District Water & Electricity Workers' Union, formed the presidium. Tai Yeu-heng (戴有恆), representative of the local Kuomintang, made a speech denouncing the management of the Shanghai Power Company as unscrupulous Imperialists who issued regulations to oppress the labourers. He urged the workers to unite and resuscitate the activities of the Union and to swear to struggle against the Imperialists. He finally exhorted the attendance to further the "New Livelihood Movement" promoted by General Chiang Kai-shek. Yih Ziang-kao (葉翔皋) representing the General Labour Union then took the platform and expressed his dissatisfaction with the small attendance. He blamed the workers for their indolence when the Company management issued regulations to maltreat them and stated that it would be too late for them to regret disregarding the Union when they had been dismissed by the Imperialists. The third speaker was one Chen (陳) claiming to represent Chu Hsueh-fan (朱學範), committee member of the General Labour Union. He advocated a struggle to overthrow the Imperialists. The following resolutions were then discussed and passed :-

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1. That the following persons be assigned the task of discussing measures to be adopted against the Regulations published by the Shanghai Power Company governing the Conduct of Workers :-

Committee members of the 4th District Water & Electricity Workers' Union.

Fang Tseng-yung (方正崇) (representing the workers of the
Fang Yung-sung (方荣生) (Riverside Power Station.

Tao Teh-chien (陶德坚) (representing the workers
Sung Tsih-kong (孙积康) (of the Fearon Road Power
Ching Hwa-ding (金华亭) (Station.

Liu Teh-fu (刘德富) representing mechanics.

Wang Siao-mao (王小毛) representing the workers of
the Outer Mechanics Room.

2. That the workers be notified that collection of membership fees on the following scale be adopted by the Union :-

Daily Wages	Monthly membership fee
\$1.00	\$0.10
between \$1.00 and \$1.50	\$0.20
" \$1.50 and \$2.00	\$0.30
" \$2.00 and \$3.00	\$0.50
" \$3.00 and \$4.00	\$0.60
" \$4.00 and \$5.00	\$0.80

3. That the workers be asked to pay to the Union membership fees in arrears by instalments.

4. That membership fees be collected by unemployed members of the Union from workers at their respective homes, who fail to pay their subscriptions by the 3rd of every month.

5. That each member be asked to pay a "special contribution" of \$0.10 to the Union as funds which will be paid to families of deceased workers.

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6. That Yih Chien-sung (葉金生) and Li Ching-fu (李金甫)
be instructed to undertake the control of the fund.

The seven individuals referred to in Resolution 1 mentioned, and the five persons who formed the presidium of the above meeting as well as Chu Ah-zien (朱河才), G.W.B. 102 of the No.3 Boiler House of the Riverside Power Station, who is the Chief of the General Affairs Department of the Union, held a meeting in their union, 117 Foh Yen Road, City, between 11 a.m. and 12.30 p.m. April 1. Chu Ah-zai (朱河才), presided. The following resolutions were discussed and passed :-

1. That representations be made to Tu Yueh-sung, Ling Kong-hou and Yu Yah-ching for assistance to negotiate with the management of the Shanghai Power Company for the amendment of the ~~WORKERS~~ Regulations Governing the Conduct of Workers.
2. That the local Kuomintang, the Bureau of Social Affairs, and the General Labour Union be requested to negotiate with the management of the Shanghai Power Company in the same matter.
3. That all foremen proceed to their respective managements at 2 p.m. April 3 and submit the following demands :-
 - a) That the Regulations Governing the Conduct of Workers be cancelled.
 - b) That the bath rooms and mess rooms of the two Power Stations be enlarged and conditions thereof improved.
 - c) That an increase in ^{daily} wages ranging from \$0.05 to \$0.10

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be granted to the workers annually.

d) That quarters to accommodate the whole body of workers be constructed.

e) That waiting rooms be built in the Company premises for the convenience of workers to receive relatives and friends, and that coolies be engaged by the management for their supervision.

f) That the superannuation fund of the workers be computed on February 20 of every year and that the record of same should be signed before being passed to the workers.

4. That efforts be made to carry out propaganda among the workers of the Shanghai Power Company for the purpose of inducing them to again support the Union.

A further meeting was held at 7 p.m. April 2 at the Dah Kung News Agency, 545 Kiukiang Road, by Chu Ah-zien (朱河泉), Chu Ah-zai (朱河才), Chen Pao-tai (張秉達), Chen Pao-an (陳保安), members of the 4th District Water & Electricity Workers' Union, Hau Hung-sung (洪鴻生), Yang Shao-keng (楊紹根), Pan Keng-ling (潘根林), ex-committee members of the Union, and Chu Hsueh-fan, committee member of the General Labour Union and Chief of the Dah Kung News Agency, when the following decisions were reached :-

1. That Chu Hsueh-fan assist the Union by requesting Tu Yueh-sung, Ling Kong-hou and Yu Yah-ching to carry out negotiations with the Shanghai Power Company for the

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cancellation of the Regulations Governing the Conduct of Workers.

2. That Chu Hsueh-fan and Loh Ching-dz (陸京士), committee member of the General Labour Union and the local Kuomintang, undertake the task of approaching the local Kuomintang and the Bureau of Social Affairs for necessary assistance.

3. That the foremen of various rooms of the Shanghai Power Company be notified to urge the workers to continue to support the Union.

On April 2, the Bureau of Social Affairs received from the 4th District Water & Electricity Workers' Union a petition informing them of the Regulations governing the Conduct of Workers published by the Shanghai Power Company which the Union stated oppressed the workers and requesting the Bureau to mediate in the matter.


D. S. I.

Officer i/c Special Branch.

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SHANGHAI MUNICIPAL POLICE.

S.1, Special Branch

REPORT

Date March 27, 1934

SHANGHAI MUNICIPAL POLICE
File No. 5310

Subject (in full) Shanghai Power Company - Union Activities.

Made by D. S. Pitts

Forwarded by

W. Duncan D.S.

The offices of the 4th District Water & Electricity Workers' Union were on March 25, 1934, removed to the premises of the General Labour Union, 117 Foh Yeu Road, City, and commenced functioning from the new quarters on the following day.

At about 8.30 p.m. March 26, Chu Ah-sai (朱阿才), a committee member of the Union, interviewed Chu Haueh-fan (朱学範), a committee member of the General Labour Union, in the offices of the Dah Kung News Agency, 545 Kiukiang Road, on the subject of the new regulations of the Shanghai Power Company governing the conduct of the workers. They eventually decided that the Union should make representations to Tu Yueh-sung (杜月笙), the local Kuomintang and the Bureau of Social Affairs requesting assistance for the amendment of the new rulings, which in the opinion of the Union, were too harsh and practically intolerable.

Since Tu Yueh-sung has more than once during the last year appeared in the role of a labour benefactor in the settlement of strikes, etc., developments, should they materialise, will be carefully watched, but according to the latest information to hand, Tu is more than disgusted with the leaders of and participants in the last Shanghai Power Company strike, with the natural outcome that he is not prepared to look favourably upon any attempts to resuscitate trouble with the Company.

D. S.

Officer i/c Special Branch.

FILE
copy sent
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SHANGHAI MUNICIPAL POLICE
CHINA REGISTRY.

REPORT

S.I, Special Branch

Date March 26 1934

Subject (in full) Shanghai Power Company - Unrest among workers -
Meeting of workers' union proves to
be a fiasco.

Made by D. S. Pitts

Forwarded by W. Duncan D.S.S.

As from March 21, 1934, the management of the Shanghai Power Company brought into operation a set of regulations governing the conduct of its regular Chinese staff. A copy of these regulations is attached herewith. The striking advantage of this new system permits a worker to draw one month's pay for one month's work, whereas under the scheme in force prior to March 21, there was always the possibility that one or more day's pay would be stopped from a man's monthly salary should he have been reported for some offence or breach of the then existing rules.

The older hands in the company realise that though the new scheme, from their point of view, has many drawbacks and is intended to eradicate any evil practices, their month's salary is safe. On the other hand, among certain of the younger element, some unrest is noticeable, due undoubtedly to representations made on behalf of the 4th District Water & Electricity Workers' Union, which organ is most indubitably opposed to the Company's scheme.

Chu Ah-zien (朱阿泉) of the No.3 Boiler House at Riverside Power Station, now definitely known to be the Chief of the General Affairs Department of the 4th District Water & Electricity Workers' Union, and one of the persons responsible for the Union's activities at the Riverside Power Station, obtained a copy of the new regulations shortly after they were issued, and submitted it to the Union.

Offence No.2 (A.B.C.D.) - Agitation - appearing on these regulations appears to be a definite stand taken by the Company in an effort to curb or limit the activities of the Union among the workers. There is also no

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doubt that the putting into effect of this new scheme by the Company was done at a most opportune time, since the morale of the men is at a very low ebb, only one-third to one-half of the personnel of the Riverside plant at present paying membership fees to the Union, whilst the interest shown in Union affairs by the staff at Fearon Road can be almost considered as negligible.

That the union is more than perturbed by the new rulings in its efforts to compel the workers to recognise its authority, is manifest, since it is arranging to convene a General Meeting of members on Saturday, March 31, in either the offices of the General Labour Union or in the Public Recreation Ground, West Gate, the object being to discuss measures to be adopted for the frustration of the new scheme.

Careful enquiries indicate that the following workers of the Riverside Power Station are handling all matters and activities of the 4th District Water & Electricity Workers' Union among the operatives in the Riverside plants:-

(1) Lieu Shun-sung (刘顺生), Chief foreman of the No.3 Boiler House.

(2) Woo Yeu-sung (胡友生), "Small" foreman of the No.3 Boiler House.

(3) Chu Ah-zien (朱阿泉), employed in No.3 Boiler House.

(4) Zuan Sung (端生), foreman of the No.2 Boiler House.

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It is also learned that followers of the abovementioned individuals intend to assault one Li (李), a worker at Riverside, on March 26, for his complicity in denouncing the Union in addition to refusing to pay membership fees.

The scheduled meeting of foremen of the Shanghai Power Company in the offices of the 4th District Water & Electricity Workers' Union, 15 Shou Ying Faung, Tien Doong Road, Chapei, on March 24 (as previously reported) proved to be a fiasco owing to lack of attendance, in consequence of which it was abandoned. It was expected that at least 70 foremen and skilled workmen would attend, but the Company's new regulations coupled with the fact that some of the intending participants were compelled to work during the time of the proposed meeting, completely upset the Union's arrangements, with the result that only ten persons including two or three foremen, made their way to the Union's office.

These men held an informal meeting between 3.30 p.m. and 5 p.m. on the same afternoon, one Chu Ah-sai (朱阿才), a committee member, presiding. The following resolutions were decided upon :-

1. That the foremen be instructed to deduct one day's pay each month from the salaries of the workers as payment of their membership fees in arrears, and that these steps be continued until such time as they have paid all monies due to the Union.

2. That Chu Ah-sai (朱阿才), Chu Ah-sien (朱阿泉),

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Chang Tseng-ming (張正明) and Chang Pao-tai (張寶泰)
approach Chu Hsueh-fan (朱學範), committee member of the
General Labour Union, in order to discuss with him
measures to be adopted for the frustration of the
regulations governing the conduct of the workers as
put into effect by the Company.

3. That the assistance of the local Kuomintang and the
Bureau of Social Affairs be solicited in opposing
the severe treatment meted out to the workers by the
Shanghai Power Company.

4. That a meeting of representatives of the workers be
convened in the near future in order to discuss matters
relating to the treatment of the workers.

As regards Resolution (1), it is very problematical
as to whether this will be put into practice, as it
necessitates to all intents and purposes, the breaking of
offence No. 2C - Agitation, and it is not probable that
men who have refused to pay their membership fees for the
last few months are going to do so now, especially as they
hold the whip-hand over the union members, insofar as
they themselves are not breaking any of the new rulings
by refusing to pay, whilst the Union people definitely are.

Ja. G. L.

D. S.

Officer i/c Special Branch.

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Workers Union
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Done

Index as follows:

Sheet 1 of 3 sheets.

Conduct, rules, report, and record of (in Control No.3)

STAFF ORDER NO. 3/2

March 19, 1934.

SHANGHAI POWER COMPANY
REGULAR CHINESE STAFF
RULES OF CONDUCT

The following notice has been issued to the Chinese Staff -

NOTICE TO EMPLOYEES

In order to give good service to the public the Company's employees are required to comply with the rules of conduct for employees while working for the Company.

Employees violating the rules of conduct will have a demerit mark placed against them on their conduct record in accordance with the following table of demerit marks for the offense committed.

Whenever an employee's record reaches 9 demerit marks against him in a three year period he shall be subject to discharge without benefits or gratuities.

Employees will not be eligible for service increase where they have received more than five demerit marks during the preceding calendar year.

Employees having demerit marks against them can reduce the number of marks by good conduct. Three demerit marks will be taken off for each year in which no demerits are recorded until all demerits are cancelled.

TABLE OF OFFENSES AND DEMERIT MARKS

OFFENSE	CLASSIFICATION	MARKS
1. <u>ABSENCE FROM DUTY:</u>		
A. Being late to work (bad timekeeping)	Minor	1
B. Absence without permission or good reason	Minor	1, 2 or 3
C. Being found asleep	Minor	1, 2 or 3
D. Being found loafing	Minor	1, 2 or 3
E. Being absent with deliberate intention to avoid disagreeable work	Minor or major	3 to 9
F. Being absent more than 3 consecutive days without permission or sufficient reason	Major	9
2. <u>AGITATION:</u>		
A. Posting notices on Company's property without permission	Major	9
B. Holding meetings on Company's property without permission	Major	9
C. Soliciting money on Company's property without permission	Major	9
D. Any other act of agitation contrary to the interests of the Company	Major	9

OFFENSE	CLASSIFICATION	MARKS
3. CARELESSNESS:		
A. Bad workmanship due to carelessness	Minor	3
B. Attempting to conceal bad workmanship	Minor or major	3 to 9
C. Falling off in quality or quantity of work	Minor	3
D. Using improper materials	Minor	2
E. Waste and/or misuse of tools and materials	Minor	2
F. Losing cap badge, pass or uniform	Minor	3
G. Neglecting to wear cap badge or uniform, or to carry pass whilst on Company's business	Minor	3
4. DISHONESTY:		
A. Conspiring to defraud the Company of its legitimate revenue from sale of electricity	Major	9
B. Demanding and/or accepting gratuities from the Company's consumers, contractors, or employees of the Company	Major	9
C. Theft of Company's property	Minor or major	3 to 9
5. INCOMPETENCE:		
A. As shown by inability to carry out ordinary work of the grade for which he receives pay	Minor	6
B. Lack of responsibility	Minor	6
C. Lack of supervision of running plant	Minor	6
6. INSUBORDINATION:		
A. Refusing to carry out orders given by superior	Major	9
B. Malicious damage	Major	9
C. Insolence	Minor or major	3 to 9
7. LACK OF PRECAUTION:		
A. To avoid damage or accidents to the Company's plant or employees	Minor or major	3 to 9
B. To avoid damage or accidents to consumers' plant or personnel	Minor or major	3 to 9
C. To avoid damage or accidents to the general public	Minor or major	3 to 9
D. To avoid loss of Company's property	Minor or major	3 to 9
8. UNFITTING BEHAVIOUR:		
A. To consumers or their employees	Minor or major	3 to 9
B. To the general public	Minor or major	3 to 9
C. Drunkenness	Major	9
D. Improper personal habits	Minor	1, 2 or 3
E. Making false statements	Minor	1, 2 or 3
F. Behaving in a manner prejudicial to the Company's interests	Minor or major	3 to 9

In connection with the fourth paragraph of the foregoing notice whereby more than five demerit marks in a calendar year render an employee ineligible for the next service increase, it should be borne in mind that this rule is not intended to vary the existing rule that the service increase is not to be regarded as an automatic increase; it must be deserved.

In exceptional circumstances, heads of departments may grant reprieves, subject to the General Manager's approval.

CONDUCT REPORT (Form 34F-2)

Upon occasion arising where it becomes necessary to make a record of a man's conduct the procedure will be as follows:

1. Report of incident will be made to supervisor in charge of group or job.
2. An entry recording such incident will be made on front of form and particulars will be recorded on back thereof. The numbers in the column headed "Offense-No." refer to the group numbers appearing in the foregoing "Table of offenses and demerit marks" whilst the column headed "Offense-Letter" is intended for the insertion of the appropriate letter from such table to indicate the particular offense which is being reported. The appropriate "Marks" in accordance with the foregoing table will be entered in the column so captioned on the form. It should be noted that nine demerit marks in a three-year period subject an employee to discharge without benefits or gratuities.
3. The form will be forwarded to section head for approval.
4. Section head will forward it to the departmental head for approval and subsequent entry on man's departmental Conduct Record (Form 34F-1).
5. Departmental office will pass it to the Personnel Department.
6. Incident will be recorded on man's Conduct Record in Personnel Department's staff file and the Conduct Report will be filed therewith.
7. The form should be used to record meritorious occurrences, as well as those of an adverse nature, and a section (captioned "Merits") is provided for that purpose. Merit marks so awarded will be considered for reduction of demerits previously recorded.
8. A specimen of the form accompanies this staff order.